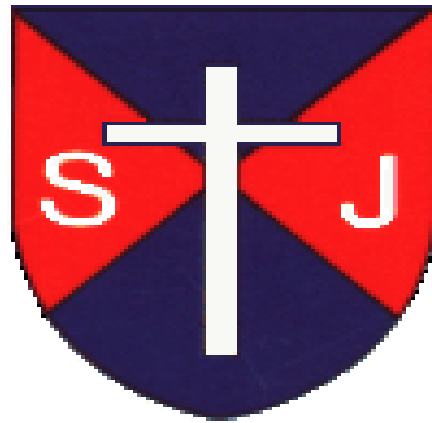


Saint Joseph's Catholic Primary Voluntary Academy.



School Uniform Policy

January 2025

School Uniform

Throughout this policy the terms school and academy are interchangeable.

| Date | Review Date | Nominated Governor |
|---------------------|--------------------|---------------------------|
| January 2025 | Autumn 2026 | G Purdue |

We have decided, after consultation with parents/carers, pupils, school personnel, community groups, local religious leaders and the Local Authority, to have a school uniform for pupils as we feel it plays an important part in supporting positive behaviour and discipline, developing the ethos of the school and supporting teaching and learning.

We acknowledge that we have an obligation under the Human Rights Act 1998 to protect the rights of individuals to display their religion or beliefs.

We will ensure that the school uniform is affordable, provides best value and that it will be sustainably sourced.

We wish to work closely with the School Council and to hear their views and opinions as we acknowledge and support Article 12 of the United Nations Convention on the Rights of the Child that children should be encouraged to form and to express their views.

We as a school community have a commitment to promote equality. Therefore, an equality impact assessment has been undertaken and we believe this policy is in line with the Equality Act 2010.

Aims

- To ensure pupils wear school uniform in order to support positive behaviour and discipline, to develop the school ethos and to support effective teaching and learning.

Responsibility for the Policy and Procedure

Role of the Governing Body

The Governing Body has:

- delegated to the Headteacher the responsibility of implementing and maintaining this policy;
- delegated powers and responsibilities to the Headteacher to ensure all school personnel and visitors to the school are aware of and comply with this policy;
- responsibility for ensuring that the school complies with all equalities legislation;
- nominated a designated Equalities governor to ensure that appropriate action will be taken to deal with all prejudice related incidents or incidents which are a breach of this policy;
- responsibility for ensuring funding is in place to support this policy;
- responsibility for ensuring this policy and all policies are maintained and updated regularly;
- responsibility for ensuring all policies are made available to parents;
- responsibility for the effective implementation, monitoring and evaluation of this policy

Role of the Headteacher

The Headteacher will:

- delegate responsibility on its endorsement to the Senior Leadership Team;
- ensure all school personnel, pupils and parents are aware of and comply with this policy;
- ask all staff to report any pupil who does not comply with this policy;
- impose sanctions for non compliance with school uniform;
- write to parents of pupils abusing this policy asking for their support before any further sanctions are imposed
- process any complaints received in the appropriate way as stated in the school's complaints policy;
- report to the Governing Body the number of pupils who abuse this policy;
- work closely with the link governor and coordinator;
- provide leadership and vision in respect of equality;
- provide guidance, support and training to all staff;
- monitor the effectiveness of this policy.

Role of School Personnel

School personnel will:

- comply with all aspects of this policy;
- implement the school's equalities policy and schemes;
- report and deal with all incidents of discrimination;
- attend appropriate training sessions on equality;
- report any concerns they have on any aspect of the school community

Role of Pupils

Pupils will:

- be aware of and comply with this policy
- treat others, their work and equipment with respect;
- support the school Mission Statement and guidance necessary to ensure the smooth running of the school;
- co-sign and abide by the Home School Agreement;
- wear correct uniform
- liaise with the school council;
- take part in questionnaires and surveys

Role of the School Council

The School Council will be involved in:

- discussing improvements to this policy during the school year;
- reviewing the effectiveness of this policy with the headteacher or a senior teacher.

Role of Parents/Carers

Parents/carers will:

- be aware of and comply with this policy;
- support the school Mission Statement and guidance necessary to ensure smooth running of the school;
- ensure correct school uniform is worn

School Uniform

For children in school day:

Red sweatshirt, cardigan or v-neck jumper,
white shirt or polo shirt,
black or grey trousers, long or short.
Black or grey skirt, pinafore.
Red check/stripe dress in warmer weather.
Shoes or sandals (not open toed)
Fleeces are available for outdoor wear.
Ties are optional.

PE Clothing

Plain white tee-shirt
Black shorts
Dark track-suit (for winter)
Plimsolls (for indoor use)
Trainers for outdoor use.

Swimming:

They need;
a costume / swimming trunks
a towel
children with long hair must wear a swimming cap.
No jewelry is permitted

Please make sure all items are properly named.

Raising Awareness of this Policy

We will raise awareness of this policy via:

- the School Prospectus
- the school website
- the Staff Handbook
- meetings with school personnel
- email communications with school personnel
- communications with home such as newsletters and texts.

Training

We ensure all school personnel have equal chances of training, career development and promotion.

Periodic training will be organised for all school personnel so that they are kept up to date with new information and guide lines concerning equal opportunities.

Equality Impact Assessment

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school.

Monitoring the Effectiveness of the Policy

The effectiveness of this policy will be reviewed every two years (or when the need arises) by the Headteacher or a senior teacher and the necessary recommendations for improvement will be made to the Governors.

| | | | |
|---------------------------------|-------------|--------------|--------------|
| Headteacher: | Mr J Leech | Date: | January 2025 |
| Chair of Governing Body: | Mr G Purdue | Date: | January 2025 |

St. Joseph's Catholic Primary Voluntary Academy

Initial Equality Impact Assessment

Please complete an initial equality impact assessment once this policy has been customised to suit your purposes.

| Policy Title | The aim(s) of this policy | Existing policy (✓) | New/Proposed Policy (✓) | Updated Policy (✓) |
|-----------------------|---------------------------|---------------------|-------------------------|--------------------|
| School Uniform Policy | ✓ | | ✓ | |

| This policy affects or is likely to affect the following members of the school community (✓) | Pupils | School Personnel | Parents/carers | Governors | School Volunteers | School Visitors | Wider School Community |
|--|--------|------------------|----------------|-----------|-------------------|-----------------|------------------------|
| | ✓ | ✓ | ✓ | ✓ | | | |

| Question | Equality Groups | | | | | | | | | | | | | | | | | | | | | Conclusion | | | | |
|---|-----------------|---|----|------------|---|----|--------|---|----|-----------------|---|----|------------------------|---|----|------|---|----|--------------------|---|----|--------------------|---|----|-----|----|
| | Age | | | Disability | | | Gender | | | Gender identity | | | Pregnancy or maternity | | | Race | | | Religion or belief | | | Sexual orientation | | | Yes | No |
| Does or could this policy have a negative impact on any of the following? | Y | N | NS | Y | N | NS | Y | N | NS | Y | N | NS | Y | N | NS | Y | N | NS | Y | N | NS | Y | N | NS | Y | N |
| | | ✓ | | | ✓ | | | ✓ | | | ✓ | | | ✓ | | | ✓ | | | ✓ | | | ✓ | | | ✓ |
| Does or could this policy help promote equality for any of the following? | Y | N | NS | Y | N | NS | Y | N | NS | Y | N | NS | Y | N | NS | Y | N | NS | Y | N | NS | Y | N | NS | Y | N |
| | ✓ | | | ✓ | | | ✓ | | | ✓ | | | ✓ | | | ✓ | | | ✓ | | | ✓ | | | | ✓ |
| Does data collected from the equality groups have a positive impact on this policy? | Y | N | NS | Y | N | NS | Y | N | NS | Y | N | NS | Y | N | NS | Y | N | NS | Y | N | NS | Y | N | NS | Y | N |
| | ✓ | | | ✓ | | | ✓ | | | ✓ | | | ✓ | | | ✓ | | | ✓ | | | ✓ | | | | ✓ |

| | |
|-------------------|---|
| Conclusion | We have come to the conclusion that after undertaking an initial equality impact assessment that a full assessment is not required. |
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